

# BARGAINING ALERT!

## Collective Bargaining Continues, but at a Slow Pace



Bargaining between your QUFA team and the QTC Administration is continuing, although at a slower pace than the

QUFA team would like.

A number of things have contributed to the deliberate pace of negotiations. Some Members on both teams were unavailable through the Summer and Fall Terms, and so it has proven challenging to find times when all nine people can meet.

QUFA has based its proposals on the Queen's University Collective Agreement. The College Administration claims to want to start from scratch in drafting a new CA rather than using the Queen's University Collective Agreement as a guide. Nonetheless, the College Administration's draft articles also draw heavily on the Queen's University Collective Agreement. However, the College Administration's proposals also contain a number of important and substantial differences to the wording of the Queen's University Collective Agreement. This has slowed the pace of negotiations considerably, as each difference needs to be discussed to determine what the Administration

intends and whether the difference is justified by the unique circumstances of the College.

The Administration's approach is surprising, since the Members of the College do much of their work in the broader University context, the terms of their employment are now similar to those of University faculty, the College Administration is advocating a closer alignment with the University in development and marketing, and the University Collective Agreement has worked successfully over many years.

To date, the parties have signed off on one article on 24 November 2009, that relating to copies of the Agreement.

The chart below outlines the articles currently under discussion, but not all articles for which the parties have exchanged first proposals. For convenience' sake, the numbering

here corresponds to that in the Queen's University Collective Agreement.

Your bargaining team will call a meeting of the bargaining unit early in the new year to seek Members' opinions on several important matters, including appointments, RTP, adjuncts, and early retirement.

QUFA and your bargaining team Members will continue to keep you updated on progress at the table, so watch for these Bargaining Alerts in your e-mail.



*QUFA encourages you to print out a copy of this Bargaining Alert and post it in a visible space in your department or unit.*

*Thank you!*

*Bargaining Alerts are archived on the QUFA Web site ([www.qufa.ca](http://www.qufa.ca)), under "Publications."*

Article	Name	Status
1	Recognition	Under discussion
3	Association Dues	Under discussion
4	Copies of the Agreement	Signed
5	Legal Liability	Under discussion
6	Correspondence and Information	Under discussion
7	Association Rights	Under discussion
8	Joint Cttee to Administer the Agreement	Under discussion
14	Academic Freedom	Under discussion
15	Academic Responsibilities	Under discussion